

Rogers	Shuster	Thornberry
Rohrabacher	Sisisky	Thornton
Ros-Lehtinen	Skeen	Tiahrt
Roth	Skelton	Torkildsen
Roukema	Smith (MI)	Torres
Royce	Smith (TX)	Upton
Salmon	Souder	Vucanovich
Sanford	Spence	Waldholtz
Saxton	Stearns	Walker
Scarborough	Stenholm	Walsh
Schaefer	Stump	Wamp
Schiff	Talent	Weldon (FL)
Seastrand	Tate	Weller
Sensenbrenner	Tauzin	White
Shadegg	Taylor (MS)	Wicker
Shaw	Taylor (NC)	Wolf
Shays	Thomas	Zeliff

NOT VOTING—11

Hoke	Reynolds	Volkmer
Jefferson	Schumer	Watts (OK)
Martinez	Solomon	Young (FL)
Moakley	Tucker	

So the amendment was not agreed to.

121.22 RECORDED VOTE

A recorded vote by electronic device was ordered in the Committee of the Whole on the following amendment submitted by Mr. DOGGETT:

Page 7, beginning on line 23, strike "in a case in which" and all that follows through page 8, line 2, and insert the following: "this proviso shall not apply in a case in which—

(1) a labor organization is the representative of such employees as provided in section 9(a), or

(2) the employer creates or alters the work unit or committee during organizational or other concerted activities for the purpose of collective bargaining or other mutual aid or protection among such employees or seeks to discourage employees from exercising their rights under section 7 of the Act."

It was decided in the { Yeas 187
negative Nays 234

121.23 [Roll No. 690]

AYES—187

Abercrombie	Dixon	Kennedy (MA)
Ackerman	Doggett	Kennedy (RI)
Andrews	Doyle	Kennelly
Baesler	Durbin	Kildee
Baldacci	Edwards	Kleczka
Barcia	Engel	Klink
Barrett (WI)	Eshoo	LaFalce
Becerra	Evans	Lantos
Beilenson	Farr	Levin
Bentsen	Fattah	Lewis (GA)
Berman	Fazio	Lincoln
Bevill	Fields (LA)	Lofgren
Bishop	Filner	Lowey
Bonior	Flake	Luther
Borski	Foglietta	Maloney
Boucher	Ford	Manton
Browder	Frank (MA)	Markey
Brown (CA)	Franks (NJ)	Mascara
Brown (FL)	Frost	Matsui
Brown (OH)	Furse	McCarthy
Bryant (TX)	Gejdenson	McDermott
Cardin	Gephardt	McHale
Chapman	Gibbons	McKinney
Clay	Gilman	McNulty
Clayton	Gonzalez	Meehan
Clement	Gordon	Meek
Clyburn	Green	Menendez
Coleman	Gutierrez	Mfume
Collins (IL)	Hall (OH)	Miller (CA)
Collins (MI)	Hamilton	Mineta
Condit	Harman	Minge
Conyers	Hastings (FL)	Mink
Costello	Hefner	Mollohan
Coyne	Hinchey	Moran
Cramer	Hoke	Murtha
Danner	Holden	Nadler
de la Garza	Hoyer	Neal
DeFazio	Jackson-Lee	Oberstar
DeLauro	Jacobs	Obey
Dellums	Johnson (SD)	Olver
Deutsch	Johnson, E.B.	Ortiz
Diaz-Balart	Johnston	Orton
Dicks	Kanjorski	Owens
Dingell	Kaptur	Pallone

Pastor	Sabo
Payne (NJ)	Sanders
Pelosi	Sawyer
Peterson (FL)	Schroeder
Peterson (MN)	Scott
Pomeroy	Serrano
Portman	Skaggs
Poshard	Slaughter
Rahall	Smith (NJ)
Rangel	Spratt
Reed	Stark
Regula	Stokes
Richardson	Studds
Riggs	Stupak
Rivers	Tanner
Roemer	Tejeda
Rose	Thompson
Roybal-Allard	Thornton
Rush	Thurman

NOES—234

Allard	Funderburk	Myers
Archer	Gallegly	Myrick
Armey	Ganske	Nethercutt
Bachus	Gekas	Neumann
Baker (CA)	Geren	Ney
Baker (LA)	Gilchrest	Norwood
Ballenger	Gillmor	Nussle
Barr	Goodlatte	Oxley
Barrett (NE)	Goodling	Packard
Bartlett	Goss	Parker
Barton	Graham	Paxon
Bass	Greenwood	Payne (VA)
Bateman	Gunderson	Petri
Bereuter	Gutknecht	Pickett
Bilbray	Hall (TX)	Pombo
Bilirakis	Hancock	Porter
Bliley	Hansen	Pryce
Blute	Hastert	Quillen
Boehlert	Hastings (WA)	Quinn
Boehner	Hayes	Radanovich
Bonilla	Hayworth	Ramstad
Bono	Hefley	Roberts
Brewster	Heineman	Rogers
Brownback	Herger	Rohrabacher
Bryant (TN)	Hilleary	Ros-Lehtinen
Bunn	Hobson	Roth
Bunning	Hoekstra	Roukema
Burr	Horn	Royce
Burton	Hostettler	Salmon
Buyer	Houghton	Sanford
Callahan	Hunter	Saxton
Calvert	Hutchinson	Scarborough
Camp	Hyde	Schaefer
Canady	Inglis	Schiff
Castle	Istook	Seastrand
Chabot	Johnson (CT)	Sensenbrenner
Chambliss	Johnson, Sam	Shadegg
Chenoweth	Jones	Shaw
Christensen	Kasich	Shays
Chrysler	Kelly	Shuster
Clinger	Kim	Sisisky
Coble	King	Skeen
Coburn	Kingston	Skelton
Collins (GA)	Klug	Smith (MI)
Combest	Knollenberg	Smith (TX)
Cooley	Kolbe	Smith (WA)
Cox	LaHood	Souder
Crane	Largent	Spence
Crapo	Latham	Stearns
Creameans	LaTourette	Stenholm
Cubin	Laughlin	Stockman
Cunningham	Lazio	Stump
Davis	Leach	Talent
Deal	Lewis (CA)	Tate
DeLay	Lewis (KY)	Tauzin
Dickey	Lightfoot	Taylor (MS)
Dooley	Linder	Taylor (NC)
Doolittle	Lipinski	Thomas
Dornan	Livingston	Thornberry
Dreier	LoBiondo	Tiahrt
Duncan	Longley	Torkildsen
Ehlers	Lucas	Torres
Ehrlich	Manzullo	Upton
Emerson	Martini	Vucanovich
English	McCollum	Waldholtz
Ensign	McCrery	Walker
Everett	McDade	Walsh
Ewing	McHugh	Wamp
Fawell	McInnis	Weldon (FL)
Fields (TX)	McIntosh	Weldon (PA)
Flanagan	McKeon	Weller
Foley	Meyers	White
Forbes	Mica	Whitfield
Fowler	Miller (FL)	Wicker
Fox	Molinari	Wolf
Franks (CT)	Montgomery	Young (AK)
Frelinghuysen	Moorhead	Zeliff
Friza	Morella	Zimmer

NOT VOTING—13

Dunn	Moakley	Volkmer
Hilliard	Reynolds	Watts (OK)
Jefferson	Schumer	Young (FL)
Martinez	Solomon	
Metcalfe	Tucker	

So the amendment was not agreed to. The SPEAKER pro tempore, Mr. LAHOOD, assumed the Chair.

When Mr. KOLBE, Chairman, pursuant to House Resolution 226, reported the bill back to the House with an amendment adopted by the Committee.

The previous question having been ordered by said resolution.

The following amendment, reported from the Committee of the Whole House on the state of the Union, was agreed to:

Strike out all after the enacting clause and insert:

SECTION 1. SHORT TITLE.

This Act may be cited as the "Teamwork for Employees and Managers Act of 1995".

SEC. 2. FINDINGS AND PURPOSES.

(a) FINDINGS.—Congress finds that—

(1) the escalating demands of global competition have compelled an increasing number of employers in the United States to make dramatic changes in workplace and employer-employee relationships;

(2) such changes involve an enhanced role for the employee in workplace decision-making, often referred to as "Employee Involvement", which has taken many forms, including self-managed work teams, quality-of-worklife, quality circles, and joint labor-management committees;

(3) Employee Involvement programs, which operate successfully in both unionized and nonunionized settings, have been established by over 80 percent of the largest employers in the United States and exist in an estimated 30,000 workplaces;

(4) in addition to enhancing the productivity and competitiveness of businesses in the United States, Employee Involvement programs have had a positive impact on the lives of such employees, better enabling them to reach their potential in the workforce;

(5) recognizing that foreign competitors have successfully utilized Employee Involvement techniques, the Congress has consistently joined business, labor and academic leaders in encouraging and recognizing successful Employee Involvement programs in the workplace through such incentives as the Malcolm Baldrige National Quality Award;

(6) employers who have instituted legitimate Employee Involvement programs have not done so to interfere with the collective bargaining rights guaranteed by the labor laws, as was the case in the 1930's when employers established deceptive sham "company unions" to avoid unionization; and

(7) Employee Involvement is currently threatened by legal interpretations of the prohibition against employer-dominated "company unions".

(b) PURPOSES.—The purpose of this Act is—

(1) to protect legitimate Employee Involvement programs against governmental interference;

(2) to preserve existing protections against deceptive, coercive employer practices; and

(3) to allow legitimate Employee Involvement programs, in which workers may discuss issues involving terms and conditions of employment, to continue to evolve and proliferate.

SEC. 3. EMPLOYER EXCEPTION.

Section 8(a)(2) of the National Labor Relations Act is amended by striking the semicolon and inserting the following: "": *Provided*

further, That it shall not constitute or be evidence of an unfair labor practice under this paragraph for an employer to establish, assist, maintain, or participate in any organization or entity of any kind, in which employees who participate to at least the same extent practicable as representatives of management participate, to address matters of mutual interest, including, but not limited to, issues of quality, productivity, efficiency, and safety and health, and which does not have, claim, or seek authority to be the exclusive bargaining representative of the employees or to negotiate or enter into collective bargaining agreements with the employer or to amend existing collective bargaining agreements between the employer and any labor organization, except that in a case in which a labor organization is the representative of such employees as provided in section 9(a), this proviso shall not apply;".

SEC. 4. LIMITATION ON EFFECT OF ACT.

Nothing in this Act shall affect employee rights and responsibilities contained in provisions other than section 8(a)(2) of the National Labor Relations Act, as amended.

The bill, as amended, was ordered to be engrossed and read a third time, was read a third time by title.

The question being put, *viva voce*,
Will the House pass said bill?

The SPEAKER pro tempore, Mr. LAHOOD, announced that the yeas had it.

Mr. KILDEE demanded a recorded vote on passage of said bill, which demand was supported by one-fifth of a quorum, so a recorded vote was ordered.

The vote was taken by electronic device.

It was decided in the { Yeas 221
affirmative Nays 202

¶121.24 [Roll No. 691] AYES—221

Allard	Cooley	Gunderson
Archer	Cox	Gutknecht
Arney	Crane	Hall (TX)
Bachus	Crapo	Hancock
Baker (CA)	Creameans	Hansen
Baker (LA)	Cubin	Hastert
Ballenger	Cunningham	Hastings (WA)
Barr	Davis	Hayes
Barrett (NE)	Deal	Hayworth
Bartlett	DeLay	Hefley
Barton	Dickey	Heineman
Bass	Dooley	Herger
Bateman	Doolittle	Hilleary
Bereuter	Dornan	Hobson
Bilbray	Dreier	Hoekstra
Bilirakis	Duncan	Hoke
Bliley	Dunn	Horn
Blute	Edwards	Hostettler
Boehner	Ehlers	Houghton
Bonilla	Ehrlich	Hunter
Bono	Emerson	Hutchinson
Brewster	Ensign	Hyde
Brownback	Everett	Inglis
Bryant (TN)	Ewing	Istook
Bunn	Fawell	Johnson (CT)
Bunning	Fields (TX)	Johnson, Sam
Burr	Flanagan	Jones
Burton	Foley	Kasich
Buyer	Fowler	Kim
Callahan	Franks (CT)	Kingston
Calvert	Franks (NJ)	Klug
Camp	Frelinghuysen	Knollenberg
Canady	Funderburk	Kolbe
Castle	Galleghy	LaHood
Chabot	Ganske	Largent
Chambliss	Gekas	Latham
Chenoweth	Geren	LaTourette
Christensen	Gilchrest	Laughlin
Chrysler	Gillmor	Leach
Clinger	Goodlatte	Lewis (KY)
Coble	Goodling	Lightfoot
Coburn	Goss	Lincoln
Collins (GA)	Graham	Linder
Combest	Greenwood	Livingston

Longley	Pryce
Lucas	Quillen
Manzullo	Radanovich
McCollum	Ramstad
McCrery	Regula
McInnis	Riggs
McIntosh	Roberts
McKeon	Rogers
Meyers	Rohrabacher
Mica	Ros-Lehtinen
Miller (FL)	Roth
Molinari	Roukema
Montgomery	Royce
Moorhead	Salmon
Morella	Sanford
Myers	Saxton
Myrick	Scarborough
Nethercutt	Schiff
Neumann	Seastrand
Norwood	Sensenbrenner
Nussle	Shadegg
Oxley	Shaw
Packard	Shays
Parker	Shuster
Paxon	Skeen
Payne (VA)	Smith (MI)
Petri	Smith (TX)
Pombo	Smith (WA)
Porter	Souder
Portman	Spence

NOES—202

Abercrombie	Gephardt	Ney
Ackerman	Gibbons	Oberstar
Andrews	Gilman	Obey
Baessler	Gonzalez	Olver
Baldacci	Gordon	Ortiz
Barcia	Green	Orton
Barrett (WI)	Gutierrez	Owens
Becerra	Hall (OH)	Pallone
Beilenson	Hamilton	Pastor
Bentsen	Harman	Payne (NJ)
Berman	Hastings (FL)	Pelosi
Bevill	Hefner	Peterson (FL)
Bishop	Hilliard	Peterson (MN)
Boehlert	Hinchey	Pickett
Bonior	Holden	Pomeroy
Borski	Hoyer	Poshard
Boucher	Jackson-Lee	Quinn
Browder	Jacobs	Rahall
Brown (CA)	Johnson (SD)	Rangel
Brown (FL)	Johnson, E. B.	Reed
Brown (OH)	Johnston	Richardson
Bryant (TX)	Kanjorski	Rivers
Cardin	Kaptur	Roemer
Chapman	Kelly	Rose
Clay	Kennedy (MA)	Roybal-Allard
Clayton	Kennedy (RI)	Rush
Clement	Kennelly	Sabo
Clyburn	Kildee	Sanders
Coleman	King	Sawyer
Collins (IL)	Klecza	Schaefer
Collins (MI)	Klink	Schroeder
Condit	LaFalce	Scott
Conyers	Lantos	Serrano
Costello	Lazio	Sisisky
Coyne	Levin	Skaggs
Cramer	Lewis (GA)	Skelton
Danner	Lipinski	Slaughter
de la Garza	LoBiondo	Smith (NJ)
DeFazio	Lofgren	Stark
DeLauro	Lowe	Stockman
Dellums	Luther	Stokes
Deutsch	Maloney	Studds
Diaz-Balart	Manton	Stupak
Dicks	Markey	Tejeda
Dingell	Martini	Thompson
Dixon	Mascara	Thornton
Doggett	Matsui	Thurman
Doyle	McCarthy	Torres
Durbin	McDade	Torricelli
Engel	McDermott	Towns
English	McHale	Velazquez
Eshoo	McHugh	Vento
Evans	McKinney	Visclosky
Farr	McNulty	Walsh
Fattah	Meehan	Ward
Fazio	Meek	Waters
Fields (LA)	Menendez	Watt (NC)
Filner	Metcalfe	Waxman
Flake	Mfume	Williams
Foglietta	Miller (CA)	Wilson
Forbes	Mineta	Wise
Ford	Minge	Woolsey
Fox	Mink	Wyden
Frank (MA)	Mollohan	Wynn
Frist	Moran	Yates
Frost	Murtha	Young (AK)
Furse	Nadler	
Gejdenson	Neal	

NOT VOTING—11

Jefferson	Reynolds	Volkmer
Lewis (CA)	Schumer	Watts (OK)
Martinez	Solomon	Young (FL)
Moakley	Tucker	

So the bill was passed.

A motion to reconsider the vote whereby said bill was passed was, by unanimous consent, laid on the table.

Ordered, That the Clerk request the concurrence of the Senate in said bill.

¶121.25 CLERK TO CORRECT ENGROSSMENT

On motion of Mr. GOODLING, by unanimous consent,

Ordered, That in the engrossment of the foregoing bill, the Clerk be authorized to make technical corrections and conforming changes to the bill.

¶121.26 COMMITTEE ELECTION—MINORITY

Mr. FAZIO, submitted the following privileged resolution (H. Res. 229):

Resolved, That the following named Members be, and they are hereby, elected to the following standing committee of the House of Representatives:

To the Committee on Commerce:

Cardiss Collins of Illinois, to rank above Ron Wyden of Oregon;

Bill Richardson of New Mexico, to rank above John Bryant of Texas.

Resolved, That the following named Member be, and is hereby, designated ranking minority Member of the following standing committee of the House of Representatives:

On the Committee on Transportation and Infrastructure:

James Oberstar of Minnesota, to rank above Norman Mineta of California.

When said resolution was considered and agreed to.

A motion to reconsider the vote whereby said resolution was agreed to was, by unanimous consent, laid on the table.

¶121.27 COMMITTEES AND SUBCOMMITTEES TO SIT

On motion of Ms. PRYCE, by unanimous consent, the following committees and their subcommittees were granted permission to sit during the 5-minute rule on Thursday, September 28, 1994: the Committee on Agriculture, the Committee on Banking and Financial Services, the Committee on Economic and Educational Opportunities, the Committee on Government Reform and Oversight, the Committee on International Relations, the Committee on the Judiciary, the Committee on Resources, the Committee on Science, the Committee on Small Business, the Committee on Transportation and Infrastructure, and the Committee on Veterans' Affairs.

¶121.28 PROVIDING FOR THE CONSIDERATION OF H.J. RES. 108

Ms. PRYCE, by direction of the Committee on Rules, reported (Rept. No. 104-263) the resolution (H. Res. 230) providing for the consideration of the joint resolution (H.J. Res. 108) making continuing appropriations for the fiscal year 1996, and for other purposes.

When said resolution and report were referred to the House Calendar and ordered printed.